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OPEDA

(ORGANIZED IN 1929)

Organization of Professional Employees
of the U. S. Department of Agriculture

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OPEDA'S ELECTED OFFICERS—1953



E. L. LECLERG, Vice President

Dr. Erwin L. LeClerg has been in the Department for 20 years in various research capacities. He has served in three divisions of PISAE. He joined the USDA as a junior plant pathologist of the Division of Cereal Investigations (1924-25). From 1925 to 1930 he was connected with the Colorado Agricultural Experiment Station. He returned to the Department in the Division of Sugar Plants (1930-40); the Division of Fruit and Vegetable Crops and Diseases (1940-46). In 1946 he transferred to the Bureau of the Budget where he remained for more than two years. In 1948 he returned to the Department as Research Coordinator in the office of the Administrator, ARA, the position which he now holds. He has also served on a number of important committees concerned with departmental activities. He received B.S., M.S., and Ph.D. degrees from Colorado A&M College, Iowa State College, and University of Minnesota, respectively.



C. O. HENDERSON, President

Christopher O. Henderson was farm reared in Pontotoc County, Mississippi. He received his B.S. degree in Agricultural Education at Mississippi State College in 1922; his M.S. degree in Rural Education and Agricultural Economics at Cornell University, 1933. He spent an additional year in graduate study in Agricultural Economics at the University of Wisconsin in 1938-39. His work experience has been: teacher of vocational agriculture and superintendent of consolidated high schools 1922-26; State Supervisor Vocational Agriculture for Mississippi 1926-34; State Land Planning Specialist for Mississippi 1934-38; Regional Chief, Land Economics Div., BAE, Little Rock, Ark., 1938-42; Chief, Div. of Training, USDA Office of Personnel 1942-51, 4-month special assignment to Germany for the State Department to advise on problems relating to the German Civil Service, Sept. 1951 to Jan. 1952; Asst. to the USDA Director of Personnel, Feb. to Aug. 1952; Chief Div. of Employee Performance and Development, Office of Personnel, Sept. 1952 to date.



THELMA A. DREIS, Secy.-Treas.

Thelma A. Dreis grew up in St. August, Minn., where her father was a farmer as well as the miller. She holds B.S., M.A., and Ph.D. degrees. She taught in Minnesota and Iowa schools with one year in the Panama Canal Zone. From 1930 to 1936 she was on the staff of the Institute of Human Relations of Yale University. She entered the Department in 1936 to work on Consumer Purchases. In 1938 she transferred to the Federal Surplus Commodity Corporation to plan a national survey of commodity distribution. In 1941 she joined the Nutrition Division of the Office of Defense Health and Welfare Services, which was transferred to the War Food Administration in 1943. She is still with that unit that carries on the function of nutrition coordination, now titled the Nutrition Programs Service of the BHNHE.

MESSAGE FROM THE PRESIDENT

What Should We Expect From OPEDA During 1953?

There are many things that can and should be done. Some of these have been adopted as objectives for 1953 by your Council and are listed elsewhere in this issue. There are other problems and activities which are being considered by our three well organized Standing Committees.

You have given me splendid support by electing unusually capable people as officers and as members of the Council and Executive Committee.

Our Executive Officer, Les Mahurin, and his competent assistants, Mrs. Lila W. Meyer and Miss Margaret Meehan, are very enthusiastic and efficient supporters of OPEDA's aims and objectives. *(Continued on Page Four)*

Attention !!

Do you have any Federal-State cooperative experience which you feel should be covered under Federal retirement? If so, let us have your name, agency, type of experience, and period of service with the State.

Also, do you know others who have such service? If so please furnish similar information for them.

STATUS vs. STATURE

L. F. KNEIPP

Last November a majority of American voters manifested dissatisfaction with the status quo. In consequence the word *status* has become one of vast, even vital, significance to Federal employees, including many of high degree.

Current usage of the noun dominantly is in its legal sense, in its relation to the classified Federal service. There is irony, perhaps even tragedy, in the realization of the degree to which a Federal employee's future hopes and aspirations, the fruition of a commendable way of life, so largely depends on a factor over which the individual most vitally concerned has so little personal control.

But in the dictionary the word immediately preceding *status* is *stature*, of which one definition is: "Elevation or development attained." Colloquially, it is a felicitous word with connotations of superior capability or qualification. More importantly, it signifies a condition which an individual largely can establish and maintain through his or her own personal powers.

For those whose duties are below the planes of personal decision and responsibility, *status* may suffice. But for those whose duties or functions actually do involve some measure of personal decision and responsibility there may be inadequacy in the tenuous security of *status* alone. They should have better bases for their careers.

Of course, in the USDA, there are, as there always have been, hundreds of members who personally have attained unquestioned *stature*. It is their *stature* rather than their *status* that creates the greatest certainty of their employment and advancement in the Federal service. But not all of the gifted ones enjoy such lucky breaks of fortune; some have to work as members of teams and merge their contributions with those of others so that anonymity rather than fame is their common lot. But they need not be unhonored and unsung; they can still aspire to and attain *stature* personally by first creating it for the organization or corps with which they are associated.

Whenever an association of men and women is appraised and accepted by the public as one motivated by and sincerely adhering to unselfish ideals of fidelity to their mission, every person who can qualify for membership therein becomes personally endowed with the *stature* of the entire group. One does not think of the F.B.I. or the Canadian Northwest Mounted Police merely as policemen, nor of the Marine Corps merely as soldiers; nor would the general public think of the USDA professional employees merely as Government workers if they would similarly create a truer understanding that theirs is a dedicated service of fidelity and high talent.

Quite evidently it was this thought that inspired Dr. A. F. Woods to propose the creation of OPEDA in 1929. He knew that many of his fellow workers in USDA were men and women whose lives were devoted not alone to the advancement of their material personal interests but equally to the advancement of sound principles of government and public interest through the development of sound principles of departmental research, cooperation, organization and administration. He believed the condition should be more widely known and appreciated throughout the nation, and to that end he urged the professional workers of USDA to organize their efforts so as effectively to express their professional aims, ideals and ethics.

Actually, such a course would be the highest type of enlightened self-interest. Were the qualified members of the USDA more fully to demonstrate their faith in the soundness of the objectives, principles and ethics advocated by OPEDA, by joining and supporting the organization and constructively contributing to the effective fruition of its announced aims, they would have something even better than *status*—they would have *stature*; and in the halls of Congress, in public opinion, and in the eyes of the farmers of America *stature* carries a lot more weight than *status*.

Letters to OPEDA

Editor's Note: This column will be conducted as a forum through which members, particularly those outside the Washington area, may express themselves over their names on OPEDA objectives, proposed legislation—what you think OPEDA's position should be on it, etc.—and conduct of OPEDA business in general. Even if we do not have space to print all contributions, they will be brought to the attention of appropriate OPEDA officers and standing committees for consideration. (About 100 words or less.)

This Member Wants a Newspaper

I would like to offer a suggestion concerning the organization quarterly newsletter. Instead of such a formal, printed quarterly letter I would rather have a multilithed letter monthly similar to the Federal Civil Service Bi-weekly Newsletter.—C. R. McKim, FS, Elkins, W. Va.

Credit for Cooperative State Service

I have been a direct employee of the Department, with headquarters in Washington since September 1930. Before that time I had nearly ten years in Extension work in Oregon and Washington, which was not questioned for approval for credit towards retirement. Back payments have been made and credit received. In addition, I have had nearly 11 years of Experiment Station work in Pennsylvania, Montana, and Oregon, during part of which time I received a greater amount of Federal funds than I did while in Extension, yet I can get no credit towards retirement . . . Many of the members of OPEDA are in the same position. I would gladly pay the back fee for this time if I could get retirement credit.—Roy C. Jones, ARA, Agricultural Research Center.

Attention Councilor OES!

I would like to apply for membership in OPEDA. I have been in Civil Service for three and a half years without hearing of this organization. Do you suppose a stronger "advertising" policy would be in order? A membership of 2,330 out of a possible 34,696 seems very low.—Thomas Theis, OES, Mayaguez, Puerto Rico. (He has been supplied with all essentials for becoming a member except the \$2—Ed.)

What's a "Professional" Organization?

We "bump" into so many people that are surprised to learn they are "professional" employees, so far as eligibility for membership in OPEDA is concerned, that it indicates a need for an attempt at elucidation.

Too often employees think of OPEDA as an organization exclusively for scientists or for people that have jobs that fall under the following dictionary definition of profession: "The three professions, or learned professions, are, esp., theology, law, and medicine." Well, our "founding fathers" hardly intended to rule about everybody in Agriculture out of OPEDA with that definition. It seems more likely that the use of "professional" in the title of the organization, while intended to give dignity and attract employees in accord with OPEDA's high aims and objectives, was also intended to carry the connotation of another and broader definition of profession. "Broadly, one's principal calling, vocation, or employment." But neither was it intended, as this definition might indicate, to encourage just any "professional" to become a member—a professional ball player, wrestler, or other vocation that is commonly referred to as professional.

As membership qualifications have been written into the Constitution of OPEDA, they cover all "personnel of the Department of Agriculture of General Schedule grade 5 and above," and have recently been amended to include grade 4 employees who are employed on scientific or sub-professional work for the Department of Agriculture. OPEDA's lack of encouragement of employees in lower grades to become members is not a matter of whether they are professional employees but because employees in those grades would not usually find satisfaction in the objectives and programs of OPEDA. Rather, support of other national employee organizations concerned primarily with obtaining economic benefits for its members is encouraged

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DR. CARL TAYLOR TELLS WHAT POINT FOUR PROGRAM IS TRYING TO DO

The December luncheon meeting drew an overflow crowd to hear Dr. Carl Taylor, who has long been an active and prominent member of OPEDA. Dr. Taylor had recently undertaken some specific assignments for the Technical Cooperation Administration of the Office of Foreign Agricultural Relations. He had been in the field recently studying and observing the needs for rendering technical cooperation under the Point Four Program. His talk brought a keen appreciation to his listeners of the very real problems involved in breaching the gap between us, the purveyors of scientific agricultural techniques, on the one hand, and the peoples in other lands who are the recipients thereof. But let Dr. Taylor tell it—

The Man From Mars

"I was wondering what if a man from Mars dropped down here and attempted to size up the two things that are trying to be brought together—the two groups — what would he see? He would see a civilization that you and I are part of made up of such a fantastic group of experts in the field of science as the world has never seen before. Then just suppose he dropped down to the other end of this line—say as far back as in the mountains of Haiti where I was last summer, and saw that simple society there. Then suppose we were to tell him that what we are trying to do in Point Four is to bring these two groups together in an effort to solve some of the problems of these people.

"Many of these farms of 5, 10 and 15 acres are being farmed by persons who are not even quite sure who owns them, who know only that they have been squatting on them for a long while; and the only way to get there is in a jeep 5 miles an hour for part of the way, and then by burro back. There is no way to get their products to the market, no schools, no health nor welfare agents. That is what Point Four is trying to do—to reach those people out there.

The Three Gifts

"Then as I looked around here I thought, 'These are the people who are trying to do this.' Once in awhile each month I talk with people in the Foreign Training Institute who are going out on Point Four, people such as you with the same type of technical knowledge, practitioners in the field of scientific training, agriculture, health and all sorts of related areas. I remember a few years ago when President Truman announced that this type of a program (it was not then called Point Four) was to be undertaken I was thrilled and felt lifted up, because this world is full of conflicts which we don't know how to solve.

"There are three gifts all nations have that should be free to each other; they are art, literature and science. Therefore, when this pronouncement was made I said that it was better than armies and should also be free. I think that is what Point Four is about.

"Then I told myself that this thing

I am going to be trying to do is along those lines and then asked how to do this sort of thing, where are we doing a good job in the world, and where are things falling down? I also asked what I was to do over there, adding that that was the only reason I would be willing to leave a research job in BAE; but I don't believe that the most modest and lowest on the totem pole should leave it unless he knows what he is going into. I pondered for a year before I decided to go over there. My answer is perhaps more dogmatic than it should be, but I think it's right and I am going to give it to you.

Goal of Point Four

"I would say that the goal of all Point Four efforts is not military or political, but is to plant leaven in these countries which in some place down the line builds in Haiti, or India, or Pakistan, or other places, a self-perpetuating program within the country itself. By and large, what I call advanced nations of the world—Europe, Sweden, Denmark, etc.—have that organization set up so that they have a self-perpetuating program of their own.

"Ultimately we are supposed to get down to the grassroots—to the almost universally agricultural people. In this country if you branch from the Department of Agriculture you will find the 48 states, then the county organizations, and from there you get out to the grassroots. This organization does not exist in most countries—where it does it is a channel of communication. How do you get the thing down to the common people and how do you capture the manpower that is in these people at the bottom—their ingenuity and their zest—because in the numerous people I have traded ideas with over the years this thing was universally recognized by the people who have been out in this field—that the job can't be done unless somehow or other these people down here reach up for it.

The Barrier

"Even in most of the underdeveloped areas of the world they have the situation whereby at the top are the politicos and technicians, then perhaps a ministry of health, economy, etc.—all bureaucrats just like in the U. S.—and all must go into those countries through that type of an organization.

"The technical man is a chemist or economist in these countries—he may not be the highest in his field—but if you want to see politics really work go to one of these countries and ask, 'How does one get a professor's job in the university?' They reply

that, first, you have to have a connection; and, second, the people have to know something about you; and, third, you have to be competent. You just don't get in under any other circumstances. And these same people are to be a part of those who are going down to work with those at the bottom; I have seen some people have to work with these people, but not very successfully, because many of them did not come from the grassroots, as you and I did. Often they do not know how to talk with each other—and one must be careful in dealing with this type of man as he is a man of prestige and he has the status; if you violate this, you haven't very good communication with him thereafter.

Open Sesame

"I have no solution except that during the war when I tried to become a buddy to that particular kind of fellow and traded ideas I found he will trade them all over the earth by the next day. If you fail in that, it can't be done.

"I have travelled with these so-called agricultural experts out into these countries many times when they have gone to farms. The farmers never asked a question as it is the custom to be courteous to a white man, and you don't carry on a conversation because he doesn't know how. Once when traveling with an agronomist he asked me where I wanted to go and I replied that I would like to go down the road until I saw a farm. When we came to a 250 acre farm I saw a fellow working with a 8-horse team. Although he was about an eighth of a mile away from us, my companion honked his horn in an effort to get the fellow to leave his team and come to us. Finally he did come toward us, chattering like the dickens. Never once in our three-quarter of an hour visit did that county agent ask the farmer about his job. I talked with him through an interpreter and he found out that I was a farm boy, that I knew about wheat. I expressed interest in his team, which I explained to him was different from those used in our country, but of definite advantage for his type of farming. The county agent never got out of the car. It was apparent that he did not know how to hitch up any kind of a team and that he did not go out as a teacher or to learn anything. I am sure that each of us in this room knows how we learn something from a farmer each time we go out among them. But to get back to this fellow in Haiti—we must get the gate open. That is what I am working on particularly; we must learn to develop and teach the local peoples.

Profoundness of Simplicity

"This process is so simple that it does not sound profound; but it is the most profound thing we know. I feel we must start, in working with these peoples, with what they know, and with belief that there is validity in what they know and think. It is the most profound thing I know about

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MESSAGE

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A review of the roster of membership leads me to feel that our organization has the quality of membership which expects and will actively support high standards in the conduct of OPEDA's activities.

In view of this favorable situation your President should lead OPEDA towards some worth-while accomplishments during this year. I assure you that I shall do my best.

Here are a few matters on which I would like your assistance.

A large number of our members are in the field. An even larger proportion of potential members work outside of Washington. I would like for OPEDA to mean the same to those who are in the field as it does to those of us who are in Washington. How can this be done?

OPEDA originally had three major purposes. They still apply. One of these purposes is to provide a full opportunity for a free discussion of problems affecting the professional employee. We have luncheon meetings and other ways of providing this opportunity for the Washington and Beltsville members. How can this need be met in the field? Letters and personal contacts when field people come to Washington are encouraged, but is this enough? Is it possible for field members to freely express themselves on important problems through personal contacts with one another or in groups?

Another purpose is to cooperate with administrative officials in promoting the efficiency of personnel and the work of the Department. We have a new Administration and we all recognize that we, as career civil servants, have the obligation to continue to do our best to understand and carry out the new Administration's policies. What can OPEDA do that will assist with the Department's officials' continuing efforts to give the public the best possible service?

The third purpose is to have sufficient membership in OPEDA from all parts of the country so that professional employees can "speak authoritatively and appropriately to congressional committees" and others on matters affecting them. We now have as members less than ten percent of the potential. Our past president, Ralph Stauber, who served during the past two years, has emphasized the need for a larger membership. We need a greater membership, not only to meet this third purpose, but also to adequately finance the expected service to members and to professional employees in general. The Council members have the authority to select their own methods of increasing and maintaining membership in their agencies. Our Executive Officer has a plan for assisting with this membership drive. However, people are more likely to join when it is generally recognized that the organization is a going and dynamic institu-

POINT FOUR

(Continued from Page Three)

working any place—that the people living in all places have never lived there for generations without gaining some knowledge of their local problems.

The Technique

"How do we capture the manpower in these communities? The state or national governments reach down only to inspect and collect taxes. The people out there have labored with life for generations and before what we have to carry out can get into their way of life there must be conjunction between what they know and what we know. And we can't merely 'tell them'; they must be taught. When I was out there last summer I ran across people who didn't seem to have a grain of sense about this—they thought we should just tell them, and that they should be paid for the telling. There is no alternative except to energize, mobilize and harness the tremendous dynamics in the people themselves.

"Two years ago when I was in one of these countries they were picking people they called group organizers, and they picked carefully. One was a university graduate and one a high school graduate—all had done something. But it took them longer to pick these people than to train them. One was a policeman in the city who had gotten worried about having had to arrest so many that he had organized clubs for them. Because this man was well known in the community he commenced urging them to discuss their common problems, his only part being to help them. He told them that he believed if they would undertake to solve certain of their problems they would be the better able to get help from the various government officials. Many of them had lived for generations not knowing they could organize and call for and get technical assistance.

"This thing is so simple that it does not sound profound. How do you make them aware that they have common problems—that they can do something about them—that they can get some technical assistance—and how do you make them reach for it and sometimes for material assistance? To me that is all Point Four is about. Furthermore, a million dollars hooked up with that kind of power will go further than a billion dollars hooked up to any other technique."

tion and it has something to offer in assisting its constituency.

I would like to challenge each member and each professional employee to help us continue to make OPEDA just this type of institution. It can do much towards helping the professional employees to an even higher degree of employment satisfaction in their efforts to give the public the very best possible service.

How about it!—Christopher O. Henderson, President.

The

Legislative Situation

L. T. MAHURIN
Executive Officer

The convening of the 83rd Congress has seen the reintroduction of many of the bills of interest to Federal employees that expired with the 82d Congress and the introduction of a few new ones.

Bills Introduced

More than 100 bills have been introduced to date that cover subjects in which Federal employees generally are interested. Copies of all such bills have been obtained and referred to our standing committees for a determination of those in which OPEDA may take an active interest and for study and recommendation to the Council on the position that should be taken by OPEDA on each bill. The more important of the bills introduced fall under the general categories of: Exemption of annuities from income tax, amendments to the retirement act, veterans preference, recognition of employees' organizations, prohibition of employment of former Federal employees, discrimination in employment because of age, Federal employee recreation act, withholding from employees for life and health insurance, repeal of Whitten and Thomas riders, accumulation of leave, maternity leave, longevity step increases, travel allowances, multiple taxation, overtime pay, severance pay, pay raises, training of Federal civilian officers and employees, and code of ethics for Federal employees.

Retarding Influences

With economy the watchword in the new Congress any legislation that will increase Government spending appears to be open to serious questioning. It is reported that congressional leaders of the Civil Service Committees may not initiate any hearings on the numerous employee bills until it can be ascertained what the Administration's position is going to be with reference to employee legislation generally. A statement of this position has no doubt been delayed because new appointments to the Civil Service Commission have not yet been made. The recommendations of the Commission have an important bearing on legislative action. Then, too, it takes time for a new Congress to get organized and down to business.

Any extensive consideration of retirement legislation may be postponed until next year pending the receipt by Congress of the report of the Kaplan Committee. This committee was established to make a thorough study of all retirement systems of the Federal Government, including those

of such agencies as the military establishments, Federal Reserve, Foreign Service, Tennessee Valley Authority, teachers and firemen of the District of Columbia, and including Social Security. There seems no doubt that the Kaplan Committee's report, which must be made to Congress by December 31, 1953, will be comprehensive and show somewhat bewildering variations in the benefits enjoyed by Federal employees under the various systems. Some effort of the Congress to coordinate retirement legislation as a result of the study and report is to be anticipated.

Federal-State Cooperative Employees

Among the many bills affecting retirement benefits are three, S. 420, H. R. 521 and 1553, introduced by Senator Chavez, Congressmen Marshall and Harvey, respectively. These bills provide for inclusion in the computation of retirement annuities the service performed by Federal-State cooperative employees under state appointments. The bills are identical with those upon which hearings were held in the previous Congress. An interagency group, including OPEDA representatives, have been working on ways and means of promoting legislative action on the bills. A conference has been held between the group and Congressman Harvey, sponsor of H. R. 1553, with a view to getting hearings scheduled. He was hopeful that hearings might be arranged for sometime in March and gave the group a number of helpful suggestions for preparing for such hearings.

The importance of this legislation to many OPEDA members is recognized and it will be followed up closely to obtain favorable action. In the conference with Congressman Harvey an inquiry from him as to the membership of OPEDA was indicative of the importance of this factor of number of members in such matters. Elsewhere in this issue will be found an item on the membership plan recently approved by the Council. The adoption of the plan, which is designed to give every eligible employee of the Department an opportunity to join OPEDA, is at the option of the Councilors in each unit. It is believed that the application of the plan on the permanent and systematic basis provided for could very well result in the majority of the some thirty thousand eligible employees becoming members.

As heretofore, interested members may find it helpful to let their Congressman and the House and Senate Civil Service Committees know of their interest in these bills. It has been pointed out that a number of case histories in which it could be specifically and properly cited wherein the enactment of the proposed legislation would be of advantage to the Government as well as remedying the member's own personal situation might prove very helpful in obtaining favorable consideration.

At the time of going to press (March 16), no hearings on any of the bills introduced have been scheduled.

LETTERS

(Continued from Page Two)

not only for such employees but also for OPEDA members. That is not to say that OPEDA is not concerned with such purposes but its concern is directed also at internal administrative problems, professional questions, and to economic benefits for its members with which other national employee organizations are usually not particularly interested.

It would be helpful in obtaining new members if members of OPEDA would dispel at every opportunity any misunderstanding that may be found to exist among fellow employees as to the basic reasons for OPEDA membership qualifications.—L. T. Mahurin, Executive Officer.

OPEDA's Code of Ethics

The January Council meeting decided that OPEDA's Code of Ethics, adopted by the Council January 18, 1949, should be reexamined in the light of any later developments and reaffirmed. The Professional Committee is in process of making a study and will submit recommendations in due course. Following is the Code as adopted in 1949:

1. Honor, always, these basic obligations:

To the American people: courteous, impartial and efficient service.

To Management: understanding, support, cooperation.

To Associates and Co-workers: fairness, frankness, courtesy, opportunity, recognition, freedom of expression, moral support.

2. Maintain high standards of integrity in both personal and public relationships.

3. Encourage free expression of views of executive or legislative pro-

Thanks AgReporter

The February AgReporter, a newspaper published each month in Washington by the USDA Welfare and Recreation Association, contained a nice box notice calling attention to the objectives and accomplishments of OPEDA. Personnel of the Department were given information as to how they may lend support to OPEDA by becoming members of the Organization.

posals or decisions in matters of public policy limited only by recognition of the appropriateness of clearly identifying wholly personal opinions having no official status.

4. Accept justifiable criticism and criticize only constructively.

5. Be alert to progressive practices and techniques.

6. Keep informed of new developments and promote them through reading, study, writing and activity in professional societies and other organizations through which this can be accomplished.

7. Subordinate personal ambitions or desires to the performance of official duties.

Post Office and Civil Service Congressional Committees

Senate

134 Senate Office Building

Frank Carlson, Chairman, Kansas.
James H. Duff, Pennsylvania.
William E. Jenner, Indiana.
John Sherman Cooper, Kentucky.
Dwight Griswold, Nebraska.
William A. Purtell, Connecticut.
Olin D. Johnston, South Carolina.
Matthew M. Neely, West Virginia.
John O. Pastore, Rhode Island.
Mike Monroney, Oklahoma.
Price Daniel, Texas.

House

213 Old House Office Building

Edward H. Rees, Chairman, Kansas.
Harold C. Hagen, Minnesota.
Robert J. Corbett, Pennsylvania.
Katharine St. George, New York.
Gardner R. Withrow, Wisconsin.
H. R. Gross, Iowa.
Mrs. Cecil M. Harden, Indiana.
William C. Cole, Missouri.
Albert W. Cretella, Connecticut.
Charles S. Gubser, California.
Edward J. Bonin, Pennsylvania.
Joel T. Broyle, Virginia.
Oliver P. Bolton, Ohio.
Tom Murray, Tennessee.
James H. Morrison, Louisiana.
James C. Davis, Georgia.
George M. Rhodes, Pennsylvania.
John Lesinski, Jr., Michigan.
John Jarman, Oklahoma.
Garrett L. Withers, Kentucky.
John Dowdy, Texas.
Edward P. Boland, Massachusetts.
Hugh Q. Alexander, North Carolina.
John E. Moss, California.
Frazier Reams, Ohio.

OPEDA'S PRINCIPAL OBJECTIVES FOR 1953

At the OPEDA Council meeting on January 29, the delegates rated according to priority some of the major objectives on which it was felt OPEDA might well concentrate during 1953. These were as follows:

Membership.

Public Relations.

Ethics.

Legislation:

Protecting Civil Service retirement benefits from Social Security encroachments.

Authorizing agencies to detail employees for further education.

Repeal of Whitten rider.

Allowance of certain cooperative State employment toward Federal retirement benefits.

Restoration of leave accumulation privileges; or severance pay.

Increased annuities to retirees proportionate to other salary increases.

Elimination of multiple State income taxation.

Salary adjustment to cost of living.

Membership: The Council favored the proposal for a systematic membership drive by the Council members representing each agency. Literature has been distributed by the Executive Officer to a representative of each agency, with specific suggestions for canvassing all employees eligible for OPEDA membership, both in Washington, Beltsville and the field. Whenever our representative appears before a congressional committee, he is obliged to state how large a membership he represents. The larger our membership the better able we will be to speak for a sizable part of the professional and administrative staff of the Department. Several of the

Civil Service columnists of Washington papers, speaking before our luncheon meetings, have commented that OPEDA probably carries more weight with congressional committees than would be expected with its approximately 2,500 members—but they in turn recommend that we build up our membership to a much higher figure.

Public Relations: It was felt that we should become better personally acquainted with those in our Department and in congressional committees who could advise us on the practicability of our objectives and methods through which we could attain them. Our monthly luncheon meetings furnish a means whereby some of these influential folks may bring us their counsel.

Ethics: In view of the adoption of a Federal Employees Creed and various bills introduced to promote ethics among Federal employees, it was thought that OPEDA's statement might be reexamined, reemphasized, and reaffirmed.

Legislation: Numerous bills have been introduced in both the House and Senate to carry out some of the above objectives. The principal ones are:

H. R. 1076 (Mrs. St. George)—To authorize agencies to detail employees for further education.

H. R. 521 (Mr. Marshall); H. R. 1553 (Mr. Harvey)—To provide for the inclusion in the computation of accrued service for certain periods of service rendered States or instruments of States. S. 420 (Mr. Chavez) a more far-reaching bill on this subject.

H. R. 1043 (Mr. Lesinski); H. R. 2243 (Mr. Wilson, Calif.)—To restore the right to accumulate annual leave.

H. R. 2538 (Mr. Gubser)—To provide for equitable readjustment of benefits for certain annuitants or their survivors. S. 341 and S. 342 (Mr.

Langer)—To provide certain benefits for and adjustment of the rates of annuity for certain employees who retired prior to April 1, 1948.

H. R. 358 (Mr. Wolverton); S. 527 (Messrs. Smith and Hendrickson, N. J.)—To provide that compensation of a Federal employee shall be subject to State or municipal tax only in his State of residence.

H. R. 585 (Mrs. St. George)—To provide a cost-of-living pay increase to Federal employees; \$400 immediate increase; \$50 annual increase for each one point increase in the consumers' price index.

H. R. 2285 (Mr. Klein)—To increase by \$1,100 per annum the basic compensation of classified employees.

H. R. 499 (Mr. Lane); S. 189 (Mr. Johnston, S. C.)—To provide severance pay to certain civilian employees. H. J. Res. 205—To provide for a study of severance pay and recommendations with regard to more uniform severance payments for all Federal employees.

Other bills introduced that may be of interest to certain of our members include:

H. R. 112 (Mr. Burdick)—To grant civil service employees retirement after 30 years' service, regardless of age, with full retirement benefits.

H. R. 2568 (Mr. Rees)—Exempting annuity payments under Civil Service Retirement Act from taxation. Similar bills on the subject: H. R. 101 (Mr. Burdick); H. R. 581 (Mr. Rooney); H. R. 1276 (Mr. Multer); H. R. 1380 (Mr. Davis, Ga.); H. R. 1392 and H. R. 1393 (Mr. Klein); H. R. 1919 (Mr. Boggs); S. 339 (Mr. Langer); and S. 425 (Mr. Ferguson).

H. R. 2735 (Mr. Multer)—Authorizing longevity step-increases for those above GS-10.—Ralph W. Sherman, Chairman of Economic Committee.

DO YOU BELIEVE IN PLANS?

In the upper right hand corner of page 7 you will see a "Box Score" showing new OPEDA members who have joined the Organization since October 1, 1952. This score will be printed each quarter in order that the units may know the results of their efforts to obtain new members.

The October Council meeting urged more activity by Councilors in inviting employees of the Department to join OPEDA. At the January Council meeting it approved a membership plan for uniform adoption. It is up to the Councilors in each unit to decide whether they will adopt and place the plan in effect in their unit. If they do, members will hear more about it from the Councilors of their unit.

Briefly, the plan is designed to establish a simple and systematic organization whereby the objectives and accomplishments of OPEDA may be brought to the attention of all eligible employees and personally contacted, if necessary, to determine if they wish to become members. Being a recognized employee organization of the Department, it is acknowledged in the plan that OPEDA has a responsibility in seeing that all eligible employees have an opportunity to join it.

In the meantime members may help in redeeming that responsibility by speaking to their fellow employees. The application blank on the opposite page may be used. Additional application blanks may be obtained from the OPEDA staff office or typed copies may be made locally.

Special Committees

As a result of recommendations made to the Council by the Audit Committee and Mr. Stauber, two special committees were designated by the Executive Committee:

1. An Office Records Committee to review the OPEDA staff office records and make recommendations for such changes as will improve efficiency in record keeping: Kenneth L. Wright, Chairman, John L. Wells, and Thelma A. Dreis.
2. A Constitutional Committee to examine the constitution and by-laws and make recommendations for their improvement and amendment, giving special considerations to the practicability and desirability of electing Councilors and Executive Officers for a 2-year term: Dr. B. A. Porter, Chairman, B. Ralph Stauber, and L. F. Kneipp.

Graduate School Increases its Services To Field Employees

The Graduate School in the past year, under the leadership of Director P. V. Cardon, has begun to increase its service to the Department's field employees. The principal means of doing so has been to interest universities in the particular educational needs of Federal employees in their areas and to assist them in organizing special programs to meet those needs. Boston University, with the assistance of the Graduate School, opened a special program for Federal employees in January. New York University, the University of Baltimore, the University of Delaware, and Denver University are organizing similar programs with the aid of the Graduate School. The Graduate School also is expanding its correspondence program.

EXECUTIVE COMMITTEE FOR 1953

C. O. Henderson, OP, *Chief, Div. of Empl. Perf. and Dev.*

E. L. LeClerg, ARA, *Research Coordinator*

Thelma A. Dreis, HNHE, *Nutrition Programs Service*

Verna C. Mohagen, SCS, *Chief, Personnel Management Div.*

L. K. Wright, EPQ, *Administrative Officer*

W. M. Scott, AIC, *Assistant Chief*

Harry C. Trelogan, ARA, *Assistant Administrator*

B. A. Porter, EPQ, *Chief, Div. of Fruit Insect Investigations*

Charles W. Mattison, FS, *For. Ed. Consultant, Div. of Inf. and Ed.*

B. Ralph Stauber, BAE, *Head, Div. of Agr. Price Statistics*

L. T. Mahurin, OPEDA, *Executive Officer*

Box Score

NEW MEMBERSHIPS

Unit	10-1-52 to 1-1-53	1-1-53 to 3-15-53	Total
BAE	1	—	1
AIC	—	1	1
ARA	1	—	1
BAI	1	—	1
BDI	—	1	1
CEA	2	—	2
EPQ	—	4	4
EXT	4	2	6
FCA	—	0	0
FHA	1	—	1
F&D	—	—	0
FAR	1	1	2
FS	2	—	2
HNHE	1	—	1
INF.	—	1	1
LIB.	—	—	0
OES	—	—	0
PISAE	1	1	2
PMA	17	61	78
REA	—	3	3
SEC.	2	1	3
SCS	3	6	9
TOTAL	37	82	119

Is Your Mail Address Correct?

With the great many changes that take place currently in personnel of the Department it is extremely difficult to keep an up-to-date mailing list of OPEDA members. When your permanent address changes or an error in your address, as shown on OPEDA mail, comes to your attention, please notify the OPEDA staff office of the correction that should be made.

APPLICATION BLANK

Organization of Professional Employees of the

U. S. Department of Agriculture

P. O. Box 381, Washington 4, D. C.

Date _____, 195____

Application hereby is made for membership in the Organization of Professional Employees of the U. S. Department of Agriculture, the annual dues of which are \$2.00 per year and for which there is no initiation or membership fee.

Name (First name in full: Mr., Mrs., Miss, Dr.)

Bureau _____

Address _____

Div. or Branch _____

Address _____

Title _____

Classification: GS-_____

Enclosed is check (), currency (), money order () for \$2.00 for 195____ dues. (Checks or money orders may be made payable to Org. Prof. Employees USDA or simply to O.P.E.D.A.)

(Signature of Applicant)

FUNCTIONS OF STANDING COMMITTEES

The Executive Committee is charged with the responsibility of establishing such standing committees as may be deemed advisable. At the present time three such committees have been established: Economic, Professional, and Public Service. These committees function within defined fields, as follows:

1. OBJECTIVES APPROVED BY COUNCIL

When objectives or programs have been approved in principle by the Council, they are referred to the proper committee for perfection of details. Their findings are referred to the Executive Committee and upon approval by that committee become a part of the OPEDA program and a directive to the Executive Officer to employ all proper means for their fruition.

2. OBJECTIVES PRESENTED TO COUNCIL

Between Council meetings the standing committees not only perfect the objectives approved by the Council but study and make recommendations with respect to new subjects referred to them by the Executive Committee and Executive Officer, or that are initiated by the committees themselves. Other OPEDA members may similarly refer new subjects to the OPEDA staff office for transmittal to the proper standing committees. Upon approval of the recommendations of the standing committees by the Executive Committee, the recommendations are referred to the council for action at its next meeting.

The functions of the three standing committees are defined as follows:

1. Economic—Matters relating primarily to the economic well being of professional employees; such as, Pay scales	Retirement
Travel allowances	Disability
Annual and sick leave	Taxation

2. Professional—Matters relating primarily to the individuals' responsibilities as public employees; such as, Professional standards and ethics	Educational growth
Performance ratings and standards	Rotation of assignments
Professional recognition	Job classification

3. Public Service—Matters relating to management problems which affect the employee's accomplishments; such as,

Adequate aides or assistants	Physical welfare (including health and safety)
Leadership, direction, and supervision	Understandable technical information for public use
Working tools and facilities	Recognition of public needs in plans and programs
Effective and economical use of personnel	Avoidance of duplication, overlapping, and conflicting effort
Program objectives	
Clarity of instructions	
Working hours	

MEMBERS OF STANDING COMMITTEES - 1953

ECONOMIC

Ralph W. Sherman, Chm.	EPQ
Patrick E. O'Donnell	BAE
Luke M. Schruben	Ext
James L. Robinson	FCA

PUBLIC SERVICE

T. L. Gaston, Chm.	SCS
Earl W. Loveridge	FS
L. Kenneth Wright	EPQ
John L. Wells	B&F

William W. Pate	PISAE
Howard L. Hyland	PISAE
Richard G. Schmitt	REA
Max K. Hinds	Ext
Erwin R. Draheim	Pers
H. Rex Thomas	PISAE

PROFESSIONAL

Meredith C. Wilson, Chm.	Ext
Harold C. Knoblauch	OES
Kenneth M. Gapen	Inf

Cannon C. Hearne	FAR
D. A. Currie	CEA
B. Ralph Stauber	BAE
Ruth O'Brien	HNHE
Emory D. Burgess	EPQ
C. H. Pals	BAI
John G. Sutton	SCS
C. K. Morrison	PMA
Kester D. Flock	FS
John T. Presley	PISAE
M. E. Yount	EPQ

OPEDA

P. O. Box 381

Washington 4, D. C.



Sec. 34.65(e), P.L.&R.

Miss Alice V. Renk
Bureau of Ent. and Plant War.

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